Recruiting and Retaining Diverse Faculty, Staff, and Executives at Our Institutions:

A collaborative approach to addressing the dual career challenge
Dual-Career in Context

Recent study conducted by Stanford’s Clayman Institute for Gender Research shows:

- over a third of faculty in the institutions they surveyed are partnered with another academic;
- women are more likely than men to have academic partners;
- 83% of women scientists in academic couples are partnered with another scientist, compared to 54% of men;
- 88% of faculty who had successfully negotiated a dual hire at their current institution indicated that the first hire would have turned down their job offer had his or her partner not also found appropriate employment.
What is HERC?

• HERC stands for Higher Education Recruitment Consortium

• HERC is a consortium of colleges, universities, affiliated teaching hospitals, research institutes, and associated organizations committed to recruiting and retaining the most talented and diverse faculty and staff and assisting dual career couples
History

• Began in 2000 in Northern California
• Now in 11 regions representing 26 U.S. states
• 496 member institutions
• Websites have an average of 4,000 faculty and 10,000 staff job listings
• National coordinating office and Advisory Board established in January 2008
• Resource for the entire higher education community
HERC Initiatives & Programs

Higher Education Jobs Websites

- Comprehensive regional higher education job boards
- A national higher education job board www.nationalherc.org
- Dual career search capabilities and email job alerts
- Regional multicultural and relocation information and resources
- Jobseeker data tracking
- Advertising and outreach to potential higher education jobseekers
HERC Initiatives & Programs

**Member Meetings**
- Regular regional meetings with guest speakers and best practice sharing among members on recruitment and retention topics

**Informal Dual Career Assistance**
- Member commitment to helping one another when dual career situations arise
HERC makes Stanford’s dual-career top ten list and wins the appreciation of dual-career academics

The Stanford study noted:
“One of HERCs strengths is facilitating collaboration between diverse institutions, which gives faculty partners a broad array of choices in searching for institutions that fit their preparation and background.”

A faculty spouse commented:
“As a faculty spouse coming from the east coast and unfamiliar with campuses in California, Nor Cal HERC played an essential role in helping me locate colleges and universities with positions in my discipline. My wife accepted a faculty position and in a matter of weeks I secured a temporary teaching assignment at a state university and then a tenure track position at a community college. It’s not easy being a ‘trailing spouse’ and I thank Nor Cal HERC for the significant role it plays in helping faculty spouses and partners with important career transitions.” - From accompanying spouse helped by HERC
Regional & National Website Overviews
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